



UNITED STATES MARINE CORPS
2d Combat Engineer Battalion
2d Marine Division
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BATTALION BULLETIN 3-17

From: Commanding Officer, 2d Combat Engineer Battalion
To: Distribution List

Subj: 2D COMBAT ENGINEER BATTALION TRAINING GUIDANCE

- Encl: (1) Service Level Exercise and Deployment of Training planning Schedule.
(2) ULM (Unit Life Cycle Management)
(3) Platoon Readiness Exercise (PRE) METL
(4) Individual Training Requirements
(5) TSR support due dates
(6) Battalion Licensing Schedule
(7) 2d CEB 24+ Month TEEP

1. Purpose: The purpose of this document is to outline my overarching guidance for training within 2d Combat Engineer Battalion. This guidance, combined with our long range training plan, will serve as a foundation for how the battalion trains and ultimately prepares for combat operations.

2. My training philosophy:

a. Purpose: Always understand that my primary focus is preparing our Battalion to answer the call of "Engineers Up!" In order to answer that call, it requires Marines and Sailors who exercise sound moral and ethical leadership at all levels of command, who have an agile and creative mind, who are both mentally and physically prepared for the rigors of combat and who are both technically and tactically proficient in their MOS and basic infantry skills.

b. Guidance: We have to build squads, platoons and companies that are mission focused, tactically sound, led by aggressive small-unit leaders; skilled at ethical decision-making in chaotic, violent, and uncertain environments. They understand commander's intent, are confident in their ability to accomplish the assigned mission and execute with great skill. During the course of regular training evolutions and stand-alone events the Battalion and Companies will train to conduct its METS during the hours of darkness. 25% of training will take place at night.

(1) Brilliance in the basics - Conduct the basics with a high degree of proficiency and everything else comes much easier. Repetition is the foundation of understanding - Battle drills should be conducted hundreds of times so that it becomes muscle memory and instinctive. If you think you are good at something do it again and look harder at what you can improve upon.

(2) Maximize range time - Classes and practical application should be completed before you ever get to the range. Rehearsals are key to solid training

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and success in combat. Live fire training is a validation of what you have already trained to and a chance to further refine your abilities. Special attention must be paid to managing all battalion resources, this includes but is not limited to: funding, ammunition, time, and Marines. The battalion will do this through maximizing pre-live fire training events -such as the ISMT-, post range evaluation/refinement, and a renewed focus on the quality of training vise the quantity.

(3) METs based / Mission focused - Means understanding your mission and the primary tasks to accomplish it and weighting the majority of your training on those Core METs. It doesn't mean that we ignore other important training events but we do focus our resources and time accordingly. We have to be highly proficient at our Core METs, this includes executing our METs during the hours of darkness. 25% of the Battalions training will occur at night augmented by the use of Night Optic Devices (NODs). This effort in particular must be communicated during the MPC to the S-3.

c. Train to standard and have it evaluated. Leaders will be intimately involved in the planning and execution of all training. The battalion will continue to task organize, train, and equip, engineer units in support of Service Level Exercises, Large Scale Exercises, and support 2d Marine Division and habitually aligned units training exercises. This means executing all assigned battalion missions in accordance with this order and the battalion TEEP. Training is prioritized as follows: PTP, Mission Oriented, Formal, and Ancillary. T&R focus of effort are those events relating to individual MOS standards, as well as command and control.

d. By COB every Thursday companies will update their company TEEP for a minimum of three months out on the battalion MCTIMS calendar. Ensure platoon training calendars are also updated accordingly. Companies will use the calendar on MCTIMS in addition to the TEEP to track the completion of their METs and T&R events. Companies are required to have their company staff trained in MCTIMS and have a thorough knowledge of the program.

e. Frank and professional observations are essential for effective AARs. AARs and training feedback are essential and due within five days of completion of training. For Service Level Exercises (SLE) a formal AAR must be routed through the Bn for submission to the Marine Corps Center for Lessons Learned (MCCLL). Planning, resourcing and executing training is a leadership responsibility.

f. Companies are required to have their company staff trained in CLC2S and have a thorough knowledge of the program (Encl 4). Each Company must have at least (4) GCSS-MC users. Continue to work completion of annual, PME, and ancillary training, specifically all Suicide Prevention and Awareness Training, as well as SAPR related training.

d. Submit TSRs in accordance with the Battalion Long range TEEP and indicated lead times (Encl 5). Each company will assign a Company Training Representative to oversee their company's unit training management. Appointment Letters need to be provided to the S-3 Training Officer.

e. Combat mindset/Combat conditioning. All training should be as realistic as possible to the conditions that we will face in war. How we train in garrison has a direct impact on disciplined actions in combat. Condition the mind and body accordingly. Every squad leader and above must have the ability to coordinate casualty evacuation and adjust fires as well as effectively conduct combined arms operations (day and night).

3. Safety - Safety is an implied task, and should be a part of everything we do.

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Every Marine and Sailor is ultimately responsible for their individual safety and the safety of our team.

4. The below items are the Battalion Mission Essential Tasks (METs). We will develop a long range training plan that is designed to ensure proficiency/mastery across all METs:

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|----------------|--|
| (a) MCT 1.1.2 | Provide Task-Organized Forces |
| (b) MCT 1.12.1 | Conduct Amphibious Operations |
| (c) MCT 1.4.1 | Conduct Mobility Operations |
| (d) MCT 1.4.2 | Conduct Counter-Mobility Operations |
| (e) MCT 2.2.2 | Provide And Maintain Engineering Reconnaissance Operations |
| (f) MCT 4.4.4 | Conduct Tactical Electric Supply |
| (g) MCT 6.1.4 | Conduct Survivability Operations |

1. The below items are my priorities for training. While not the only events we train to these are areas that I expect the command emphasize in training:

- i. Mobility operations
- ii. Breaching (mechanized and foot-mobile in any environment)
- iii. Route clearance
- iv. Military Demolitions
- v. Basic Infantry skills (5000 Level LFAM)
- vi. Call for fire and CAS (Squad to Company)
- vii. Wheeled and track vehicle operations
- viii. Gap crossing
- ix. Amphibious Operations
- x. Land navigation

2. Platoon fire and maneuver/combined arms warfare as well as patrolling, shoot, move, communicate and mediate. Integrate at all levels with the supported infantry unit; Companies with Regiments and Platoons with Battalions, providing full spectrum engineer support to 2d Marine Division.

5. Known deployments/requirements - When we have a known deployment or requirement that we have time to prepare for, I expect the unit to meet certain standardized training requirements that are focused/tailored on the mission of that unit. The battalion will task organize, train, and equip engineer units in support of MEU deployments, SPMAGTF/MRF-E deployments, UDP, CBAF, and other anticipated and not anticipated mission requirements. Additionally, the Battalion will conduct a certification exercise on each unit before they conduct the deployment or chop to a gaining command (Encl 2 & 3).

6. Leader Development: The heart of leadership development starts with professional military education. PME is an investment in the development of our Marines. Every Marine who recently gets promoted should have a roadmap laid out for their future PME requirements and when they will attend.

a. Formal PME Required Courses -Attending formal PME should not be a check-in the block that is done at the last minute before promotion eligibility to the next grade, it should be completed as soon as possible after getting promoted

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so that the Marine gains the necessary skills to be successful at his current grade. SSgts and Gysgts are not considered deployable until they complete the Staff Academy/SNCO Advance Course and is not waiver-able unless approved by the Battalion CO. PME schools need to be coordinated through the S-3 Schools Section NLT 35 days prior to the start of the course. All schools dates and quotas are displayed in the 2d CEB course catalogue on the battalion SharePoint.

b. Grade/MOS/ Billet professional development courses - Every Marine and Sailor needs to be prepared to go to school in order to grow in their MOS/billet. No one is irreplaceable and subordinates' stepping up to fill leadership gaps is good training. Cpls and Sgts should be assigned to an appropriate journeyman's course in a reasonable amount of time after getting promoted and after attending their formal PME. Engineer Platoon Sergeant's Course is required for all 1371 SNCOs prior to deployment and is not waiverable unless approved by the Battalion CO.

c. Battalion PME program - The Battalion will maintain a formal PME program that is intended to cultivate a learning environment in which the goal is to develop leaders who are adaptive, creative, and can make sound-ethical decisions in the most complex of situations. The PME program will consist of the Commandant's Professional Reading Program, formal and informal lectures/presentations as well as alternative venues for career broadening (off-site PMEs/trips, Distance learning products such as Marine Net etc), emphasizing Marine Corps standards, professional growth, MOS specific education, and a variety of other topics.

(1) The Battalion XO will coordinate monthly officer PMEs

(2) The Battalion Sergeant Major will coordinate separate monthly SNCO and NCO PMEs

7. Annual/Semi-Annual Training Requirements - The completion of annual training is required of all Marines and will be conducted in accordance with applicable Marine Corps Orders and directives. Accomplishment of annual and semi-annual training is a command responsibility that is tracked and coordinated by the Battalion S-3. Accurate and timely reporting is essential to accurately reflect battalion readiness. Specific guidance for conducting annual and semi-annual training is below, requirements indicated in Marine Corps Bulletin 1500 will be achieved in accordance with milestones indicated in the 2d CEB Annual Training Plan. The below summary should be used as training metrics for company annual and fiscal training requirements:

Marksmanship Rifle Tables 1, 2, 3, 4, 5, & 6 (FY)	<u>Jan</u> 33.3%	Apr 33.3%	Jul 99.9%	Sep No Ranges
Marksmanship Pistol (FY)	<u>Jan</u> 25%	Apr 50%	Jul 75%	Sep 100%
PFT	<u>Jan</u> 25%	<u>Feb</u> 50%	<u>Mar</u> 75%	<u>May</u> 100%
CFT	Jul 25%	Aug 50%	Sep 75%	Nov 100%
CBRN	<u>Jan</u> 25%	Apr 50%	Jul 75%	Oct 100%
Ancillary & Marine Net (CY&FY)	<u>Jan</u> 33.3% (CY)	Apr 33.3% (CY)	Jul 99.9% CY)	Sep 100% (FY)
Swim Qual	Ongoing	Ongoing	Ongoing	Ongoing
MCCS	Ongoing	Ongoing	Ongoing	Ongoing

a. Front load annual / semi-annual training and plan it around periods of

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time that are less busy than others.

b. Semi-annual and annual training, to the greatest extent possible, should be conducted as platoons and companies (PFT/CFT, Rifle, Pistol, NBC, Swim etc). Conducting annual and semi-annual training as a unit builds camaraderie and is a visible sign of leadership.

c. Utilize distance learning classes such as Marine Net as appropriate to conduct standard Fiscal Year (FY) and Calendar Year (CR) training academic requirements.

d. The Battalion will maintain a special recognition program for those who exceed Marine Corps standards (285 PFT/300 CFT as well as the Marine who has the highest combined rifle, PFT, CFT scores). Companies are also encouraged to have a recognition program as well for those in the company that maintain the highest standards.

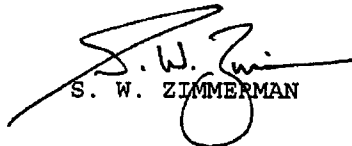
5. Combat Conditioning - Physical fitness is fundamental to everything we do. Combat conditioning events need to occur on a daily basis, even in the field. Whether it is hiking, MCMAP, combat endurance runs, etc. The goal is to build and maintain both mental and physical toughness.

a. Everyone in the Battalion will hike no less than 20 miles per month.

b. Everyone in the Battalion will run or hike no less than 12 miles per week.

c. Functional fitness is key to combat conditioning. Ensure that everyone maintains a mixture of strength, endurance and speed as part of the unit combat conditioning program.

5. The point of contact for this document is the 2d CEB Operations Officer.


S. W. ZIMMERMAN